

YOUNG BROADCASTING OF ALBANY, INC. / WTEN-WCDC
EEO PUBLIC FILE REPORT
February 1, 2009 through January 31, 2010

This EEO Public File Report is filed in WTEN's and WCDC's public inspection file and on the WTEN website pursuant to
Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning February 1, 2009 and ending on January 31, 2010, the station filled the following full-time vacancies:

Full time Positions
Assistant News Director
Morning News Anchor
News Reporter/Anchor
Maintenance Technician
Producer (2)
Account Executive (3)
Reporter (2)

The station interviewed a total of 52 people for all full-time vacancies during the period covered in this report.

The following are recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each.

RECRUITMENT SOURCES	ADDRESS	PHONE #	TOTAL INTERVIEWED	Did Source Request Notification
College of St. Rose	434 Western Ave., Albany, NY 12203	(518) 454-5141	1	NO
Craig's List/Albany, NY Portal	only web address		2	NO
HVCC	80 Vandenburg Avenue, Troy, NY 12180	(518) 629-7326	0	NO
In House Referrals	341 Northern Blvd., Albany, NY 12204		5	
ITT Technical Institute	13 Airline Dr. , Albany, NY 12205	(800) 489-1191	3	NO
Ken Lindner & Associates	2009 Century Park, Suite 1000 Los Angeles, CA 90067	(310) 277-9223	2	NO
Medialine	Box 51909, Pacific Grove, CA	(800) 237-8073	0	NO
NABJobs Online	Http://careerservices.nabj.org		0	NO
News Director Contact	341 Northern Blvd., Albany, NY 12204	(518) 433-4294	6	NO
Rick Gevers ND List	PO Box 577, Zionsville, IN 46077	(317) 769-7900	0	NO
Siena College	Route 9, Loudonville, NY 12211 Suzanne O'Connor	(518) 783-2339	1	NO
SUNY Albany	1400 Washington Street, Albany, NY 12222 Career Development	(518) 442-5515	0	NO
Talent Dynamics	600 E. Las Colinas Blvd Suite 100 Irving, TX 75039	214-640-3139	10	NO
Times Union Job Fair	189 Wolf Rd. Albany, NY	518-454-5550	1	NO
TVJOBS.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	3	NO
TVNewday	sbolkcom@tvnewsday.com	(908) 654-1093	0	NO
TVSpy.com	www.tvspy.com		0	NO
WABC Referral	7 Lincoln Square, New York, NY 10023	212-456-7000	2	NO
WATE Referral	1306 Broadway NE Knoxville, TN 37917	(865) 637-6397	1	NO
WKRN Referral	441 Murfreesboro Rd. Nashville, TN 37210	(615) 369-7236	1	NO
WTVH Referral	1030 James St. Syracuse, NY 13203	(315) 477-9400	1	NO
WTEN Website	341 Northern Blvd., Albany, NY 12204	(518) 433-4248	13	NO
Total			52	

FULL TIME VACANCIES FILLED	DATE OPENED	DATE FILLED	# INTERVIEWS	HIRE SOURCE	RECRUITMENT SOURCES USED	RECRUITMENT ADDRESS	RECRUITMENT CONTACT NAME	RECRUITMENT TELEPHONE #
Assistant News Director	5/5/08	6/1/09	6 0 4 1 1 1 0 0 0 0 0		Talent Dynamics NABJ Jobs News Director Contact In House referral WATE Referral WKRN Referral In House Referrals WTEN Website Rick Gevers TVJOBS.com Medialine TVNewsday TVSPY.com	600 E. Las Colinas Blvd Suite 100 Irving, TX 75039 Http://careerservices.nabj.org 341 Northern Blvd., Albany, NY 12204 341 Northern Blvd., Albany, NY 12204 1306 Broadway NE Knoxville, TN 37917 441 Murfreesboro Rd. Nashville, TN 37210 341 Northern Blvd., Albany, NY 12204 341 Northern Blvd., Albany, NY 12204 PO Box 5777, Zionsville, IN 46077 PO Box 4116, Oceanside, CA 92052 Box 51909, Pacific Grove, CA mail@tvnewz.com www.tvspy.com	Sandra Connell Online only Rob Hubler Elisa Streeter News Director News Director Mike Sechrist Robert Hubler Rick Gevers Mark Holloway Mark Shilstone	214-640-3139 (518) 433-4210 (518) 433-4216 (865) 637-6397 (615) 369-7236 (518) 433-4290 (518) 433-4210 (317) 769-7900 (800) 374-0119 (800) 237-8073
Morning News Anchor	11/27/08	5/18/09	2 2 1 1 0	x	Talent Dynamics Ken Lindner & Associates In House referral WTEN Website TVJOBS.com	600 E. Las Colinas Blvd Suite 100 Irving, TX 75039 2009 Century Park, Suite 1000 Los Angeles, CA 90007 341 Northern Blvd., Albany, NY 12204 341 Northern Blvd., Albany, NY 12204 PO Box 4116, Oceanside, CA 92052	Sandra Connell Ken Lindner Demetra Ganas Robert Hubler Mark Holloway	214-640-3139 (310) 277-9223 (518) 433-4228 (518) 433-4210 (800) 374-0119
News Reporter/Anchor	1/5/09	9/14/09	1 0 1 1 1 0 0	x	WTEN Website Medialine In House referral News Director Contact TVJobs.com Talent Dynamics NABJ Jobs	341 Northern Blvd., Albany, NY 12204 Box 51909, Pacific Grove, CA 341 Northern Blvd., Albany, NY 12204 341 Northern Blvd., Albany, NY 12204 PO Box 4116, Oceanside, CA 92052 600 E. Las Colinas Blvd Suite 100 Irving, TX 75039 Http://careerservices.nabj.org	Robert Hubler Mark Shilstone Diane Lee Rob Hubler Mark Holloway Sandra Connell Online only	(518) 433-4210 (800) 237-8073 (518) 433-4228 (518) 433-4210 (800) 374-0119 214-640-3139
Maintenance Technician	2/6/09	6/2/09	3	x	ITT Technical Institute	13 Airline Drive, Albany, NY 12205	Lisa Scaccia	518-452-9300
Producer	3/28/09	4/16/09	1 0	x	WTVH TVJOBS.com	1030 James St. Syracuse, NY 13203 PO Box 4116, Oceanside, CA 92052	News Director Mark Holloway	(315) 477-9400 (800) 374-0119
Account Executive	5/1/09	7/6/09	2 3 1 1 0 0	x	Craig's List/Albany, NY Portal WTEN Website College of St. Rose Siena College SUNY Albany HVCC	341 Northern Blvd., Albany, NY 12204 434 Western Ave., Albany, NY 12203 Route 9, Loudonville, NY 12211 1400 Washington Street, Albany, NY 12222 80 Vandenburg Avenue, Troy, NY 12180	Ron Romines Kathy Hornberger	(518) 433-4250 (518) 454-5141 (518) 783-2339 (518) 442-5515 (518) 629-7326
Reporter	10/5/08	7/29/09	0 0 1 2	x	WTEN Website Medialine TVJobs.com Talent Dynamics	341 Northern Blvd., Albany, NY 12204 Box 51909, Pacific Grove, CA PO Box 4116, Oceanside, CA 92052 600 E. Las Colinas Blvd Suite 100 Irving, TX 75039	Robert Hubler Mark Shilstone Mark Holloway Sandra Connell	(518) 433-4210 (800) 237-8073 (800) 374-0119 214-640-3139
Producer	10/14/09	11/16/09	0 1 1	x	WTEN Website TVJobs.com News Director Contact	341 Northern Blvd., Albany, NY 12204 PO Box 4116, Oceanside, CA 92052 341 Northern Blvd., Albany, NY 12204	Robert Hubler Mark Holloway Rob Hubler	(518) 433-4210 (800) 374-0119 (518) 433-4210
Reporter	11/9/09	1/25/10	6 2 1	x	WTEN Website WABC Referral In House referral	341 Northern Blvd., Albany, NY 12204 7 Lincoln Square, New York, NY 10023 341 Northern Blvd., Albany, NY 12204	Robert Hubler News Director Elaine Peake	(518) 433-4210 212-456-7000 (518) 433-4228
Account Executive	11/20/09	11/23/09	0 1	x	WTEN Website Times Union Job Fair	341 Northern Blvd., Albany, NY 12204 189 Wolf Rd. Albany, NY	Ron Romines Marcy Rollis	(518) 433-4250 518-454-5550
Account Executive	10/23/09	11/23/09	2	x	WTEN Website	341 Northern Blvd., Albany, NY 12204	Ron Romines	(518) 433-4250

MENU OPTION ACTIVITIES

WTEN has engaged in the following outreach activities during the year covered by this report:

ACTIVITY CLASSIFICATION	TYPE OF ACTIVITY	BRIEF DESCRIPTION
7	Scholarship	WTEN administered its own Scholarship Program resulting in the award of a broadcast scholarship to a student of College of St. Rose. in Albany, NY
10	Career Day Events	Chief Engineer participated in The ITT Technical Institute Mock Interview Program on 2/19/09.
1	Job Fair	General Manager, Chief Engineer and National Sales Manager participated in The Times Union Job Fair on 6/24/09.
1	Job Fair	News Director, Business Manager, and National Sales Manager participated in The Times Union Job Fair on 10/12/09
12	Listing of Upper Level Opening with media trade groups whose membership includes substantial participation by women and minorities.	WTEN Assistant News Director opening as of 11/7/08, Evening Anchor/Reporter opening as of 1/05/09, and Meteorologist opening as of 9/10/09. Job listing posted with National Association of Black Journalists (NABJ)
1	Job Fair	News Director participated in The University At Albany Career Day on 9/23/09.
5	Internship Program	During the reporting period, WTEN continued it's internship program during the Summer semester in 2009
1	Job Fair	News Director participated in The Hudson Valley Community College Job Fair on 9/9/09.

Activity Classifications:

1. Participation in four job fairs by personnel who have substantial responsibility in making hiring decisions.
2. Hosting of at least one job fair.
3. Co-sponsoring a job fair with organizations in the business community whose membership includes substantial participation by women and minorities.
4. Participation in 4 events, including conventions, career days, workshops and similar activities, sponsored by organizations representing groups in the community interested in careers in broadcasting.
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (outreach that is not primarily for notification of specific job vacancies.)
7. Participation in scholarship programs designed to assist students interested in broadcasting careers.
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.
9. Establishment of a mentoring program for station personnel.
10. Participation in at least 4 events or programs sponsored by educational institutions relating to careers in broadcasting.
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.
12. Listing of each upper level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer candidates for broadcast positions.
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates.